



HA4K+ Behaviour Management Policy

At HA4K+ we promote positive behaviour and use effective strategies to promote the welfare and enjoyment of children attending the club. We will work in partnership with parents / carers. We aim to manage behaviour using clear, consistent and positive strategies. The club's rules are clearly displayed and we discuss them regularly.

Whilst at HA4K+ we expect the children to:

- Use socially acceptable behaviour.
- Comply to Club rules.
- Respect one another, accepting differences of race, gender, ability, age and religion.
- Develop their independence by maintaining self-discipline.
- Choose and participate in a variety of activities.
- Ask for help if needed.
- Have fun and enjoy their time at the club.

Encouraging positive behaviour:

HA4K+ positive behaviour is encouraged by:

- Staff acting as positive role models.
- Praising appropriate behaviour.
- Certificates and stickers.
- Informing parents about individual achievements.
- Offering a variety of play opportunities to meet the needs of the children.

It is inevitable that as children develop and learn, there are times when they need support and guidance to understand that some behaviours are not acceptable. Staff at the club will try to determine the cause or triggers of inappropriate behaviour to prevent the situation from recurring.

Dealing with inappropriate behaviour:

- Challenge behaviour will be addressed in a calm, firm and positive manner.
- In the first instance, the child will be temporarily removed from the activity to be spoken to and reflect on their behaviour, the child will be given an opportunity to explain their behaviour before returning to the activity.
- Staff will encourage and facilitate mediation between children to try to resolve conflicts through discussion and negotiation.
- If the inappropriate behaviour appears to be a result of boredom, staff will talk with the child to find activities that are engaging and appropriate for the child.
- Staff will consult with parents to formulate clear strategies for dealing with persistent inappropriate behaviour.
- We will not threaten any consequence that could adversely affect a child's well-being (e.g. withdrawal of food or drink).
- If after consultation with parents and implementation of behaviour management strategies, the child continues to display inappropriate behaviour, the club may decide to exclude the child but this decision will not be taken lightly. The reasons will be fully explained to the child and the parents / carers.

Physical Intervention:

Physical intervention will only be used as a last resort, when staff believe that action is necessary to prevent injury to the child or others or to prevent significant damage to equipment or property. If a member of staff has to physically restrain a child the manager and session lead will be notified and an **Incident record** will be completed and the incident will be discussed with the parent / carer as soon as possible. If the staff are not confident about their ability to contain a situation they should call the manager or the session lead or in extreme cases call the police.

All serious incidents will be recorded on an **incident record** and kept in a file with the child's name on and this may be used to build a pattern of behaviour, which may indicate an underlying cause. If a pattern of incidents indicates possible abuse, we will implement child protection procedures in accordance with our **Safeguarding Policy**.

Corporal punishment:

Corporal punishment or the threat of corporal punishment will never be used at the club.

We will take all reasonable steps to ensure that no child who attends our club receives corporal punishment from any person who cares for or is in regular contact with the child or from any other persons on our premises.

This policy was adopted by HA4K+

Date: 19/08/2024

To be reviewed: August 2025

Signed: Dan Connolly
Nathan Kirk

Written in accordance with the Statutory Framework for Early Years Foundation Stage (2024) and welfare requirements, supporting and understanding children's behaviour (3.58-3.60)